



Nursing Annual Report

2025/26



GROWING EXCELLENCE IN NURSING

WELCOME REMARKS

FROM SONYA & ALEX

This year's Nursing Annual Report reflects a year of growth, collaboration and continued commitment to excellence in nursing professional practice at Unity Health.

Across our three sites, nurses have continued to strengthen their practice by drawing on evidence and data, supported one another through education, preceptorship and mentorship, and contributed to research and innovation to help shape the future of nursing practice and quality of patient care. The work highlighted in this report reflects the many ways nurses contribute every day – often quietly and confidently – to improving care for patients, families and communities.

Unity Health continues to be a place where nurses learn, grow and build meaningful careers. It is also a place where nurses work together across sites and programs, supporting one another and strengthening our collective voice and power. This spirit of collaboration and shared purpose, grounded in our values, is one of our greatest strengths.

We are incredibly proud of the work highlighted in this report and grateful for the compassion, professionalism and dedication that nurses bring to their work every day. Thank you for the care you provide, the teams you support and the contributions you make to Unity Health and to the nursing profession.



**SONYA
CANZIAN**
Executive Vice President,
Clinical Programs &
Operations, Chief Nursing and
Health Professions Officer



**ALEX
HARRIS**
Senior Director,
Nursing Practice &
Education

NURSING BY THE NUMBERS

3031	REGISTERED NURSES
789	REGISTERED PRACTICAL NURSES
164	NURSES IN LEADERSHIP & OTHER ROLES
65	NURSE PRACTITIONERS
44	CLINICAL NURSE EDUCATORS
33	CLINICAL NURSE SPECIALISTS
24	NURSES IN INFORMATICS

4150 GRAND
TOTAL

YEAR IN REVIEW



MAY '25

Nursing Week &
Nursing Awards



JUNE

Inaugural Unity-wide
Medication System Safety
Committee launched

UHT Managing Responsive
Behaviours Steering
Committee Kickoff



NOVEMBER

Dr. Karima Velji,
Chief Nurse for
Ontario, engaged
with the Nursing
Advisory Council



JANUARY

Newly harmonized
Interprofessional Preceptor
workshop launched



JULY

Nurse Champion
Program expanded
across all 3 sites



OCTOBER

2nd Joint SJHC &
SMH Charge
Nurse Leadership
Workshop



FEBRUARY

Remote Constant
Telemonitoring
Pilot Go Live



AUGUST

New CEO Altaf
begins listening tours



SEPTEMBER

3rd Annual
Rehabilitation Day



MARCH '26

Nursing Handoff
Tool goes live,
supporting
nursing TOA

EXCELLENCE IN PRACTICE

Nurses across the organization continue to strengthen practice through collaboration, an improvement mindset and a shared commitment to compassionate, evidence-informed care.

Much of this work is led by nurses themselves – identifying opportunities, developing new approaches and working together to improve how care is delivered. The following highlights show how nurses across Unity are advancing practice, strengthening teamwork and improving care for patients and families.



ADVANCING RN & RPN COLLABORATION

After starting a mixed-methods study examining barriers and facilitators to RPN practice, Unity health clinicians and researchers identified the need for a Shift Assignment Toolkit to support charge nurses in creating equitable nurse-patient assignments and to build a stronger shared understanding of the RPN role across the interprofessional team. The resulting toolkit, including guidelines, a worksheet, tip sheet and algorithm, was piloted in clinical areas at St. Michael's and St. Joseph's.

At St. Michael's Cardiovascular Surgery (7CN), this work has positively influenced nursing practice. As Jyot Daveta, 7CN Clinical Educator, shared:



“Through the integration of RPNs within our teams, we have observed that teamwork has further strengthened the leadership capacities of our charge nurses. The foundation of our team is built on mutual trust and respect, with a strong focus on patient-centred care. The RPN/RN skill mix model on our unit is supported by our interprofessional team ... and reflects our shared commitment to excellence and compassion, facilitated through consistent collaboration and communication.”

Rhea Magalona, a 7CN RPN, also described the impact on her own practice, noting that the toolkit strengthened her confidence in organizing her shift, prioritizing patients and feeling that assignments were fair and manageable.

This work has helped strengthen role clarity, communication and teamwork across the care team. Supporting nurses to work to their full scope has contributed to more coordinated care and stronger nursing practice across Unity Health.



Caring for Patients with Responsive Behaviours

Teams continue to improve how we care for patients who experience responsive behaviours, particularly in areas such as restraints, constant care and delirium. This work has focused on strengthening care planning, documentation and education to better support nurses and teams when caring for patients with complex needs.

A key part of this work has been the Managing Responsive Behaviours Care Plan, which helps nurses develop individualized, person-centred strategies for patients experiencing responsive behaviours. At St. Joseph's Reactivation Care Centre, this approach has helped nurses better understand each patient's needs, identify triggers and effective interventions and share that information across shifts so that care is more consistent and coordinated.

REAL IMPACT: A PATIENT STORY

A patient with dementia was admitted and was experiencing responsive behaviours, including exit-seeking, as they adjusted to a new environment. The care team worked together to develop and regularly update a responsive behaviours care plan, reviewing it during safety huddles and adjusting strategies as they learned more about the patient's preferences and triggers. Over time, the patient became more settled, more engaged with staff and more comfortable in the environment. This stability helped support discharge planning and a successful transition to long-term care.

This approach helped improve both the patient's experience and staff confidence and showed how individualized care planning and strong nursing & interprofessional teamwork can make a meaningful difference.



— LOCALLY-DRIVEN
IMPROVEMENT —

4.8% → 60.6%

14CC Care Plan Completion Rate

December 2025 - February 2026

Educating Teams to Prevent Pressure Injuries

This year, Unity Health launched a focused education effort to improve the use of pressure injury prevention care plans in Epic, with the goal of helping teams identify patients at risk earlier and implement prevention strategies more consistently.

This work was a collaboration between Nursing Practice and Education, Wound Care Teams, Digital Adoption and Practice Informatics and included education for staff on both the technical functionality in Epic and the importance of early risk identification and prevention planning.

As awareness and education increased across the organization, teams began to incorporate pressure injury prevention care plans more consistently into patient care, helping to reduce risk and support safer care for patients across the organization.

At St. Michael's GIM unit (14CC), focused efforts to improve the use of pressure injury prevention care plans in Epic led to a significant increase in completion rates, from 4.8% in December 2025 to 60.6% in February 2026.

After identifying key gaps, the team implemented targeted education and training with two clear objectives: to build staff confidence in using the documentation tools and to reinforce the importance of consistent, high-quality documentation. This work emphasized the shared responsibility of the care team to ensure that risks are clearly identified and that prevention strategies are visible, supporting safer, more proactive patient care.

Strengthening Transfer of Accountability

THROUGH THE NURSE HANDOFF TOOL

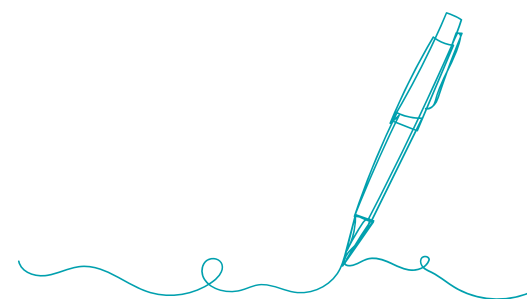


Clear communication during patient transfers and shift changes is essential for patient safety and continuity of care. This year, Unity Health introduced a new nursing communication tool: the Nurse Handoff Tool, to support safer transitions in care.

The tool was co-designed with front-line nurses and unit leaders to better reflect real workflow and communication needs. It allows updates to be made in real time, supports inter-site and inter-departmental visibility and follows the patient throughout their hospital journey, helping ensure that important information is not lost during transitions in care.

The tool is based on the IPASS framework (Illness severity, Patient Summary, Action List, Situational Awareness, Synthesis), which provides a structured approach to handoff communication and helps ensure that key patient information is consistently shared between care providers.

The Nurse Handoff Tool has helped strengthen communication during transitions in care and supports safer, more coordinated care for patients and families across Unity Health.



LEARNING & PROFESSIONAL GROWTH

Unity continues to be a place where nurses build confidence, expand their skills, explore new areas of practice and support one another through every stage of their careers. Across the organization, programs and initiatives focused on mentorship, education, career development and workforce pathways are helping nurses learn, grow and build long-term careers at Unity.



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JOB SHADOW PLACEMENTS
Supported this year



NURSE JOB SHADOW PROGRAM EXPANDS ACROSS UNITY

The Job Shadow Program was expanded across all three sites this year, with increased placements and new cross-site opportunities. The program gives nurses the opportunity to observe different units, workflows, patient populations and care journeys, helping deepen understanding of nursing practice across the organization and strengthening connections between teams and sites.

The program was well received and contributes to both quality patient care and quality of work life for nurses. A notable example this year was the piloting of longer shadow opportunities with the wound care team at St. Joseph's, which helped build capacity and spread best practices across teams.

This year, a total of 33 job shadow placements were completed.

This program continues to support professional growth, cross-site collaboration and a broader understanding of patient care across sites.



LEADING AT THE BEDSIDE

Tapping into the Wisdom of Nurse Mentors

Supporting nurses as they transition to practice continues to be a priority across Unity Health. At St. Michael's, a mentorship initiative developed by the Unit Based Council on 7CC created a structured approach to support new hires and new graduate nurses following preceptorship. The program focuses on building confidence, supporting transition to independent practice and creating sustainable mentorship opportunities for experienced staff.

This work reflects a broader commitment across Unity to support novice nurses and create strong conditions for growth. At St. Joseph's, the Clinical Scholar Program provided experienced nurse mentors and point-of-care support across medicine, surgery, ICU, PACU, CCU, mental health, emergency and other clinical areas. Clinical Scholars offer at-the-elbow support with clinical skills, care processes, Epic best practices and resource navigation, helping nurses build confidence and strengthen practice in real time.

“Participating in the Clinical Scholar program has strengthened my confidence as a clinician and a leader,” says Gillian Shane Gargaritano, SJHC RN & Clinical Scholar. **“It has also allowed me to better support novice nurses by fostering a culture of learning, critical thinking, and compassionate care as they transition into competent practitioners to provide high-quality patient care.”**

Early feedback from mentorship initiatives and Clinical Scholar support has been positive, with nurses reporting increased confidence and stronger support during the transition to independent practice.





Supporting New Graduate Transition to Practice

THROUGH WORKFORCE PROGRAMS

Unity continued to strengthen nursing development through programs such as the revitalized Clinical Extern program and new graduate pathways. The Clinical Extern program was refreshed to support cohort-based intakes and broaden scope, ensuring learners are engaged in meaningful, hands-on experiences that build foundational skills and support a smoother transition into practice.

New graduate pathways, including the Nursing Graduate Guarantee (NGG) Program, continue to support the transition from student to practicing nurse while strengthening recruitment and retention of early-career nurses.


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**NEW GRADUATE NURSES
IN THE 2025 - 2026
JOINED UNITY HEALTH**

**Through the NGG Program*

**Meaningful
Experiences**

**Stronger
Transition**

**Supportive
Mentorship**

**Building Our
Nursing Future**



"Working as a Clinical Extern during my training gave me early exposure to mental health care and helped me build confidence before becoming a Registered Nurse. It made my transition into practice feel much more natural and supported."



Jasleen Chaira, Registered Nurse,
Inpatient Mental Health
St. Michael's Hospital

• Unity's Education Strategy •

We are building a culture of learning that supports staff, students and our community.



**LONGITUDINAL
PLACEMENTS**



**TEACHING
ACADEMY**



**ACADEMIC
PARTNERSHIPS**

STRENGTHENING HOW WE TEACH, LEARN AND GROW AT UNITY HEALTH

Teaching and learning are foundational to excellent care and professional practice across nursing and health disciplines at Unity Health. As part of its Education Strategic Plan, Unity Health is piloting innovative approaches to improve learners and preceptors' experiences.

Longitudinal clinical placements are being developed and piloted for nursing students in partnership with the Daphne Cockwell School of Nursing at Toronto Metropolitan University and for physical therapy students in collaboration with the Department of Physical Therapy, University of Toronto. These novel placements are designed to enhance continuity of learning and foster a sense of belonging, confidence, and readiness for practice. By completing multiple placements within Unity Health, learners are better able to consolidate knowledge, integrate into clinical teams, and develop professional identity within the organization.

A Teaching Academy is also being developed to support staff and physicians in their roles as preceptors and educators. The Teaching Academy embeds equity, reflexivity, and adaptive expertise, and aims to strengthen teaching and learning culture across the organization. This initiative will support staff in their important roles as teachers, educators, mentors, and clinical leaders.

For more information, see [Unity Health's Education Strategic Plan 2025–2028](#).



ENABLING NURSES' GROWTH at UNITY

RPN TO RN BRIDGING PROGRAM NOW AVAILABLE

Unity continued to support career mobility and professional growth through multiple bridging pathways. **The Nipissing University affiliation agreement** created a flexible pathway for Registered Practical Nurses to bridge to Registered Nurse while maintaining employment and completing placements with their current employer.

Other pathways include CNO-support **Supervised Practice Experience Program (SPEP)**, **The Bridging Educational Grant in Nursing (BEGIN)** and traditional academic bridging programs. These pathways support internal career advancement and help retain experienced staff within the organization.

In 2025/26, seven internal staff bridged from Healthcare Aide/Attendant or RPN roles through SPEP alone.

These pathways demonstrate Unity's commitment to supporting career growth and creating opportunities for staff to advance within the organization.



INVESTING IN CLINICAL EXPERTISE

Through Workshops & CNA Certification

Unity Health continued to invest in nursing education through targeted workshops, Canadian Nurses Association (CNA) certification support and expanded professional development opportunities. This work focused on strengthening clinical competence, supporting transition to practice and ensuring nurses are equipped to deliver high-quality, evidence-informed care across diverse settings.

A key component of this work was the Interprofessional Preceptorship Workshop, which provides nurses with practical tools and approaches to support students and new graduates in clinical environments. By strengthening skills in communication, feedback and coaching, the workshop helped create more consistent and supportive learning experiences across teams. Nurses reported increased confidence in supporting learners, including navigating more complex or challenging situations.

Together, these initiatives have strengthened clinical decision-making, reinforced the role of nurses as educators and mentors and supported a culture of continuous learning across Unity Health. Through CNA certification support and ongoing development opportunities, nurses continue to build specialized knowledge and professional credibility, contributing to workforce development, retention and excellence in practice.

WHAT THIS WORK STRENGTHENS

- Clinical competence across diverse settings
- Confidence in supporting learners and new graduates
- Consistency in teaching, coaching and feedback
- A culture of continuous learning and mentorship

A portrait of a Black woman with long, dark, wavy hair, smiling. She is wearing a light-colored blazer over a white top and a gold necklace with a circular pendant. The background is a soft, out-of-focus green.

“

My journey taught me that caring for older adults means turning compassion into action – and through advanced practice, education, and mentorship, I now help shape safer, more connected care while supporting the next generation of clinicians.

”

Melanie York

Clinical Nurse Specialist

INNOVATION & DIGITAL PRACTICE

This year, nurses played an important role in shaping digital and practice improvements that made care safer, more streamlined and more responsive to front-line workflow. Through collaboration between clinical teams, nursing leaders and the Practice Informatics team, front-line nursing insight was translated into practical solutions that support care delivery, innovation and broader system transformation.

PRACTICE INFORMATICS TEAM

The Practice Informatics team is made up of nursing and pharmacy informaticians who help clinicians and teams use technology and data in practical, meaningful ways that strengthen care delivery and support a culture of innovation. The team works closely with clinical staff to understand workflow challenges, identify opportunities for improvement and translate clinical needs into system changes that improve day-to-day practice.

Safer Meds, Smarter Tech, Seamless Nursing Care

Through optimization requests, help desk tickets, workgroups, unity workflow analysis and rounding, front-line nurses and nursing leaders helped identify improvements that are now live in the system.

These improvements include better visibility of important clinical information when administering medications, improved identification of medications requiring physician administration, stronger SNAP board visibility, suppression of low-value medication alerts and better visibility of on-call to OR medications.

More Care. Less Noise

Clinical decision support systems are powerful tools for influencing clinical decision-making and enhancing patient safety. However, when poorly optimized, interruptive alerts can overwhelm clinicians and reduce the intended benefits of these systems.

Using system analytics, technical review, workflow analysis and expert consultation, the team identified high-firing, low-value alerts and either modified or decommissioned them. Applying this approach to three high-firing alerts affecting nurses resulted in an 82.9% reduction in interruptive alerts, from 2,297,888 in January 2025 to 395,676 in January 2026.

This work made a meaningful difference. It reduced unnecessary noise, supported safer care and helped create more space for nurses to focus on what matters most: patients and families.



RESEARCH & SCHOLARSHIP

Nurses continue to contribute to research, scholarship and academic leadership in meaningful ways. This reflects a strong culture of inquiry, partnership and professional growth, and shows how nurses at Unity are helping advance knowledge, improve practice and contribute to the broader healthcare system.



HELPING TO ADVANCE RESEARCH ON CLINICAL NURSE EDUCATORS

In March 2026, Unity Health participated in a Canadian Institute of Health Research (CIHR) planning grant meeting, lead by Dr. Kateryna Metersky (TMU) and Dr. Read (UNB), which focused on understanding how best to support the professional development of Clinical Nurse Educators in Canadian hospitals. Educators, staff nurses, leaders and researchers came together to examine role clarity, key challenges and the supports needed across different stages of the Clinical Nurse Educator role.

The insights gathered through this work will help shape evidence-informed interventions to strengthen Clinical Nurse Educator capacity in practice and better support educators who play a key role in teaching, mentoring and supporting nurses across the organization.



INTERNATIONALLY EDUCATED NURSE

Research Partnerships

Unity Health continues to maintain a strong partnership with McMaster University and the **CARE Centre for Internationally Educated Nurses** to support workplace integration for internationally educated nurses (IENs).



This partnership supports recruitment, onboarding and integration of IENs into the workforce and helps ensure they are supported as they transition into Canadian care environments.



This year, Unity contributed to McMaster University's updated employment manual on strategic practices for hiring, integrating and retaining internationally educated nurses. This work reflects Unity's commitment to supporting a diverse nursing workforce and creating inclusive pathways into practice.



PUBLICATIONS, PRESENTATIONS AND GRANTS

The **2025 – 2026 academic outputs document** reflects a substantial body of nursing and interprofessional scholarship, including peer-reviewed publications, conference presentations and funded research across topics such as digital documentation, workforce resilience, professional models of care, mentorship, responsive behaviours and quality improvement.

These publications, presentations and funded projects demonstrate the important role nurses play in advancing evidence-informed practice and improving patient care and healthcare systems beyond Unity Health.

For information about our nursing research supports, visit our practice-based research team website on UnityNet or contact ipbr@unityhealth.to

Nursing Practice Based Researchers

Practicing point-of-care staff are best positioned to identify the phenomena and issues that are clinically relevant for research. Unity recognizes clinician engagement in research through the Practice-Based Research designation.

MEET OUR

Alex Akdikmen
Alison Thomas
Cameron Wright
Cecilia Santiago
Celine Callender
Chantal Sorhaindo
Christina Zeglinski

Danielle Zvezdonkin
Donna Romano
Farah Warsi
Glen D'Souza
Janny Lee
Jenna Richards
Julie McShane

Kaitlyn Vingoe
Rachel Lodge
Samiksha Singh
Sandee Westell
Stephanie Lucchese
Summer Lee
Suzanne Ezekiel

UNIVERSITY OF TORONTO

APPOINTMENTS



Celebrating Our Academic Community



Unity Health's nursing community also demonstrated strong academic engagement this year with 99 University of Toronto appointments across the organization.

Each of these appointments reflects the expertise, dedication and leadership of our nurses who are shaping the future of nursing through education, research and scholarship.



Aaron Watamaniuk
Alexandra Harris
Alida Devine
Alison Thomas
Amanda Gillies
Camille Gallant
Caroline Assouad
Cassandra Paluch
Cecilia Santiago
Cecilia Yeung
Chantal Sorhaindo
Christina Chiu
Christina Fossella
Christina Zeglinski
Crystal Vanderwyk
Dayoung Sohn
Desa Hobbs
Devon Laflamme
Donna Romano
Elizabeth Logan
Elyse Kalpage
Emily Kennedy
Emma Rockburn
Esmeralda Carson
Faiza Zahir
Farah Warsi
Fionna Yau
Gabriel Lee
Glen D'Souza
Grissel Crasto
Haytham Sharar
Heather Perry
Hwawon Yang

Jack Li
Jacqueline Chen
Janny Lee
Jeanne Zielonka
Jenn Pak
Jenna Richards
Jennifer Cruz
Jennifer Ko
Jerson Lumibao
Jill Campbell
Jonathan Fetros
Joyce Fenuta
Judy Pararajasingham
Julie McShane
Julie Seemangal
Kaitlyn Vingoe
Karen Carlyle
Kari Fulton-Reystone
Karlie-Carmen DeAngelis
Katelynn Estrada
Keith Hansen
Kelsang Choeden
Kevin Zhou
Kimberly Tan
Kinza Malik
Kirsty Nixon
Laura Pratt
Lee Barratt
Leora Wanounou
Maria Panzera- Rugg
Marina Brawner
Mary Mustard
Mary-Anne Lee

Meghan Fyke
Melanie York
Melissa Guiyab
Mellisa Manswell-Charles
Michael Nguyen
Michelle McTaggart
Michelle Williams
Monica Lauriola
Naomi Cechetto
Natalie Massey
Patrick Cuaresma
Rosalyn Espiritu
Ruby Munar
Samiksha Singh
Sapna Patel
Sarah Evans
Sarah Marshall
Sarah Raleigh
Seema Bhandarkar
Shamshah Aratia
Shannon Swift
Shantae Johns
Sharon Mulsant
Shu Jie (Jack) Li
Sonya Canzian
Soruba Vijayaratnam
Stephanie Lucchese
Suzanne Ezekiel
Swanee Tobin
Tasha Osborne
Tess Montada-Atin
Theresa Cook
Tom Willis

SHAPING THE FUTURE OF NURSING



Leadership and System Impact

This year highlighted the growing influence of Unity Health nurses not only within our organization, but across the broader healthcare system, academia and provincial leadership conversations.

Through leadership committees, research, education partnerships and professional practice initiatives, Unity nurses continue to help shape the future of nursing practice and patient care.

Unity nurses are helping share & shape the future of nursing practice across Ontario.

reflecting the evolving scope and leadership role of nursing within the healthcare system.

Nursing Advisory Committee and Visit from Dr. Karima Velji

Unity Health Toronto's Nursing Advisory Committee (NAC) continues to play an important role in advancing nursing professional practice across the organization. The committee brings together point-of-care clinicians, educators, leaders and practice experts from across the organization to share best practices and innovations, discuss and advise on emerging priorities, as well as support alignment in nursing practice and priorities across Unity.

A highlight of the year was welcoming Dr. Karima Velji, Ontario's Chief of Nursing and Professional Practice and Assistant Deputy Minister of Health, to a Nursing Advisory Committee meeting. Dr. Velji shared provincial nursing priorities, workforce initiatives and recent achievements related to expanding scopes of practice and improving pathways for internationally educated health professionals.

The session included a roundtable discussion where NAC members shared ideas and feedback, as well as profiled nursing research and innovation happening across Unity Health. The visit highlighted the important role Unity nurses play not only within the organization, but also in contributing to provincial conversations about the future of nursing practice, education and workforce planning.

Supporting Professional Practice & Regulation in Ontario



This year also brought important developments in professional practice and regulation that impact nursing practice across Unity Health.

NP SCOPE OF PRACTICE EXPANSION

Effective Jul 1, 2025



Nurse Practitioner scope of practice expanded, allowing Nurse Practitioners to apply and order defibrillation, apply and order cardiac pacemaker and transcutaneous pacemaker therapy, and certify death in more circumstances.

As well, a new national regulatory model now enables Nurse Practitioners to be educated and licensed to practice across the client life span and practice settings, recognizing the shared foundational competencies of the NP role.

NEW CNO STANDARDS

Effective Feb 1 & Mar 1, 2026



The **College of Nurses of Ontario** released **new standards** related to documentation and professional boundaries and the nurse–client relationship.

For more information about the new standards, visit the CNO website & Unity's Nursing Advisory Council Page for additional resources:

- Documentation Standard
- Professional Boundaries and Nurse–Client Relationships Standard

Best Practice Spotlight Organization: Ontario Health Team (BPSO-OHT)

Providence Healthcare, in partnership with East Toronto Health Partners, renewed its commitment with the Registered Nurses' Association of Ontario by securing the **Best Practice Spotlight Organization – Ontario Health Team** designation for **2024 - 2028**.

This initiative focuses on advancing evidence-based practice across the organization and strengthening collaboration within the Ontario Health Team to improve quality of care, patient outcomes and system integration. The work supports increased adoption of evidence-based clinical practices, resulting in more consistent, high-quality care for patients and stronger collaboration across care settings.

This initiative reinforces the important role nurses play in leading quality improvement, implementing best practices and advancing excellence in care across the healthcare system.



Awards & Recognition

One of the greatest strengths of nursing at Unity Health is the people who make up our nursing community. Every day, nurses demonstrate compassion, leadership, innovation, curiosity, mentorship and commitment to patients and families. This year, many of our nurses were recognized for their outstanding contributions to patient care, values-based leadership, education, research and professional practice.

Syron Graduate Fellowship

- Cameron Wright,

Chelsea Ng

Daniel Gaeta

Daniella Battagin

Hailey Schwass

Jacqueline Barrett

Jed Perez

Joel Persaud

Joshua

Manansala

Kara Bruce

Katie Herdamam

Katie Young

Kenneth Fox
- Les Porter

Lily Saouda

Madison Wood

Mary Grace

Guiyab

Melanie Santos

Michel Haley

Nicole Baker

Nicole Demers

Nnenna Anagor

Norshia Fenton

Rose Bishenden

Sara Brubaker

Yvonne Lefave

110 Nurses
Supported through Unity's
Tuition Assistance Program
for Undergraduate & Graduate Education

2025 Nursing Award Winners

Across St. Joseph's Health Centre, St. Michael's Hospital, and Providence Healthcare, nurses were recognized for excellence in caring, discovery, innovation, scholarship, leadership, advocacy, education, preceptorship and patient- and family-centred care. **These awards reflect the extraordinary breadth of nursing contributions across Unity Health.**

St. Joseph's Health Centre



Ana Go
The Nursing Innovation Award



Anica Tamayo-Caban
The Nursing Academic Achievement Award



Alice Feruelo
The Nursing Community Builder



Susan Dubiel
Sisters of St Joseph (Patient & Family Centered Care) Award



Charisse Ancheta
Nursing Preceptor Award

St. Michael's Hospital



Eleana Finnerty
The Louise M. Killackey Culture of Caring Nursing Excellence Award



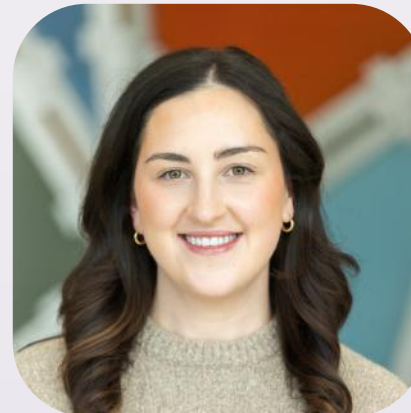
Saida Ali
The Louise M. Killackey Culture of Discovery Nursing Excellence Award



Roy Paul Ramirez
The Louise M. Killackey Nursing Preceptorship Award



Lauren Mauceri
The Mark & Ann Curry Healthy Working Environment



Jacqueline Barrett
The Mark & Ann Curry Healthy Working Environment



Laura Drygas
Unity Health Toronto Clinical Educator Nursing Excellence Award



Emma Msilhone
Mehramat & Satwant Gill Nursing Scholarship



Suzanne Ezekiel
The C. William & Ruth Daniel Innovation in Nursing Excellence Award



Andrew Schembri
The Elizabeth Crawford Clinical Scholarship



Daniela Gaeta
Chuckie Shevlen Nursing Scholarship

Providence Healthcare



Mariea Mariyanayagam
The Nursing Innovation Award



Catherine Paul
The Rehabilitation Nursing Award



Nahid Gorgin
The Nursing Leadership Award



Lucia Thappa
The Nursing Advocacy Award



Hristina Hristovska
The Nursing Preceptor Award



The Palliative Care Team
The Nursing Legacy Award

Meet Our Awards Winners

at UNITY

2025 Our Shared Values Awards



Joan Bennet
Community Award



Sandra Teyhill
Excellence Award



Keri Smales
Human Dignity Award



6M Med Oncology Team
Inclusivity Award

2025 Education Award Winners



Farah Warsi
Distinguished Educator Award



Celine Callender
Distinguished Educator Award



Matthew Gleen
Early Career Educator Award

2025 Ella Ferris Culture of Leading Award



Charmaine Mothersill
Clinical Manager

MEET

OUR LEADERSHIP TEAM

NURSING PROFESSIONAL PRACTICE

Our nursing professional practice team provides **expertise, guidance and support** across practice, education, leadership, research, innovation and evidence-based care. Together, we advance practice excellence and strengthen nursing capabilities across Unity Health.

Get to Know Our Team a Little Better

We asked our team:

- What do you enjoy doing outside of work to recharge?
- What's something new you've learned recently?



Cecilia Santiago

Nursing Practice - St. Michael's

Time with family/friends

My parents love sweet potatoes, so I learned to bake a sweet potato cake.



Lisa Phan

Nursing Practice - St. Joseph's

Walking by the lake

My strengths & room for growth



Rosalyn Espiritu

Nursing Practice - Providence

Gym - Movement is medicine!

That Peru has over 4000 varieties of potatoes!



Julie McShane

Nursing Development & Innovation - Unity

Outdoor/City Escape

Pickleball



Teresa Valenzano-Hacker

**Nursing & Health Discipline
Clinical Scholarship & Improvement - Unity**

Baking and Reading

Embroidering photos



Faiza Zahir

Corporate Nursing Education - UHT

Garden & DIY Projects

New wall-painting techniques to prevent visible brush strokes.

Thank You



As we look back on the past year, this report reflects the strength, compassion and professionalism of nurses across Unity Health. It highlights not only the work that has been done, but the culture that continues to grow – one that values learning, collaboration, innovation and support for one another.

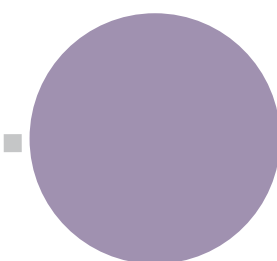
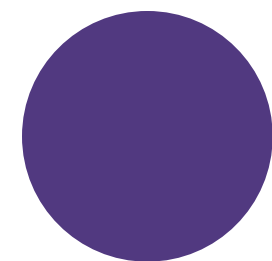
Nursing at Unity Health continues to evolve, and nurses are playing an important role in shaping the future of care through practice improvement, education, research and system innovation. We are proud of the work happening across our sites and proud of the teams who continue to support patients, families and one another every day.



Thank you to all of our nurses for the care you provide, the leadership you demonstrate and the commitment you bring to your patients, your colleagues and the profession. We look forward to continuing this work together in the year ahead.



Together, we continue to build a strong and supportive nursing community and improve care for the patients and families we serve.





Unity Health Nursing
Annual Report 2025/26